

Mt. San Antonio College
Diversity, Equity, Inclusion, Social Justice, and Anti-Racism (DEISA+) Council
Minutes | September 8, 2023 | 11am-12:30pm

Kelly Fowler Management Representative (Tri-Chair)	x	Tami Pearson Management Representative	x	George Gutierrez CSEA 651 Representative	x	(Vacant) Confidential Representative	
Sokha Song Management Representative		Clarence Banks Management Representative	x	Mica Stewart-Thomas Academic Senate Representative (Tri-Chair)	x	Alexis Carter on behalf of Sokha Song	x
Sylvia Ruano Management Representative	x	Gizelle Ponzillo CSEA 262 Representative (Tri-Chair)	x	John Miller Academic Senate Representative		Ryan Wilson on behalf of Sokha Song	x
Angelic Davis Management Representative	x	Rosa Asencio CSEA 262 Representative	x	Roger Willis Academic Senate Representative		Patty Quinones (Guest)	x
						<i>Recorder: Lisa Jackson</i>	x

Topic	Time	Discussion/Action Item
1. Welcome, Introductions, Check-in	11:00am	•
2. Review Agenda	11:05am	<ul style="list-style-type: none"> • Agenda accepted as submitted • Rosa suggested having a different lunch theme each month. Today's meal was provided by Taco Nazo.
3. Approval of the June 2 Minutes	11:10am	<ul style="list-style-type: none"> • Item 6 last bullet should read...<i>survey report</i>. • Item 4 – corrected the dates of the reports.
4. Campus Climate Report Spring 2021 and NACCC Fall 2020 NACCC & a. Data Analysis (Melissa Vang)	11:15am	<ul style="list-style-type: none"> • Melissa shared her Deisa+ Data Analysis Presentation • The council also reviewed the NACCC USC Race and Equity Center Report <ul style="list-style-type: none"> ○ Survey appears to be tailored to four-year universities versus community colleges. • Survey highlights included the following: <ul style="list-style-type: none"> ○ How racist is the overall environment of your institution? ○ How racially segregated is the overall environment of your campus. ○ Overall racial environment on the campus • If we are more intentional, we can get great insight into professor engagement and how students feel about Mt. SAC overall. <ul style="list-style-type: none"> ○ Survey suggestions included utilizing the surveys as sources to develop a new campus climate survey. ○ Use consistent scale throughout survey. ○ Use statements "Mt. SAC is a racially diverse campus".

		<ul style="list-style-type: none"> ○ Exclude topics around: collective bargaining, BPs and Aps, or other policy-related questions, sexual assault. ○ Develop separate surveys for students, staff, faculty, and managers. ○ Administer after spring break, but before May. ● Only 1,849 students participated in the survey which was a very low response rate. Response rates are typically around 10-15%. ● The survey was sent out in Fall 2020 during the height of the pandemic. Students actively enrolled in credit courses received the survey. <ul style="list-style-type: none"> ○ The HOPE survey was sent to students in Spring 23 for food insecurity. ● Discussed the CEDC survey and the campus climate survey from spring 2021. <ul style="list-style-type: none"> ○ Overall, the responses were negative related to diversity equity inclusion and anti-racist experiences on campus practices. ○ Responses indicated the need to implement more DEI practices and accountability. ○ The survey provides great insight into improving engagement and support from managers. <p>Hopefully, this survey will bring change and accountability. There was discussion about sharing this survey. It has not been shared with anyone other than council members.</p> <ul style="list-style-type: none"> ○ We need to figure out how to share this information to assist in recognition of where the deficiencies exist. ○ Discussion was held about how to move forward and developing future surveys. ○ Separate surveys should be developed for faculty, students, and managers. <p>Kelly assigned the group the following homework assignments:</p> <ol style="list-style-type: none"> 1. Read the Purpose, Function, and Membership Statement and be prepared to discuss at the October meeting. 2. Review the DEISA terms.
<p>5. Review DEISA+ Council Purpose, Function & Membership Statement</p> <ul style="list-style-type: none"> ○ Update wording (items 2 and 6) ○ How do we do the work of the DEISA+ Council? 	11:45am	<ul style="list-style-type: none"> ● Tabled until October 13 meeting.
<p>6. DEISA+ <i>Discover and Do Balance</i></p>	12:00pm	<ul style="list-style-type: none"> ●

7. Review DEISA+ Terms	12:25pm	•
8. "Parking Lot" Topics	12:30pm	<ul style="list-style-type: none">• Dr. Mica October presentation – Levels of Oppression• November meeting – cancel or reschedule?